Occupational Health and Safety - Enhancing Your Management System

John Thoms
Wolf Management Systems
Introduction

• In the United States, two safety management programs are gaining momentum and getting international attention: OHSAS 18001 Specification and the ANSI/AHIA Z10 Standard
Our first order of business will be creating standards for the standards groups.

- OHSAS 18001
- ISO 14000
- ASC Z10
- OHMS Management Systems Standards
- ILO
- SNAFU 4h
- C3PO

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Market Drivers

• In response to international customer demand for a universal recognizable occupational health and safety management system standard
• Need for health and safety management system that could be audited and certified
• Rising health and safety costs
  – Insurance
  – Compensation
  – Direct
  – Indirect
• Increased regulation
Economics

• National Safety Council Estimated Average 2011 Comprehensive Cost by Injury Severity
  – Death $4,459,000
  – Incapacitating injury $225,100
  – Non-incapacitating evident injury $57,400
  – Possible injury $27,200
  – No injury $2,400
Average number of reportable injuries were 35 injuries per 1,000 employees in 2011
The median number of lost work days 11 days
Musculoskeletal disorder (MSD) cases accounted for 33 percent of all injury and illness cases in 2011
The proportion of injuries and illnesses was highest among workers age 45-54 — accounting for 26 percent of the total cases in 2011
# OSHA 300 Log

## OSHA's Form 300A (Rev. 01/2004)

### Summary of Work-Related Injuries and Illnesses

All establishments covered by Part 1900 must complete this Summary page, even if it is an establishment that was covered by Part 1900 during the year. Remember to complete the Summary page for the entire year.

Using the box, count the individual entries you made for each category. Then write the total below, making sure to add all the entries from every page of the log. If you have any entries that you cannot complete, make sure to add all the box entries to the totals, even if the box is blank.

### Number of Cases

<table>
<thead>
<tr>
<th>Total number of cases</th>
<th>Total number of cases with job transfer or relocation</th>
<th>Total number of other recordable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of deaths</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total number of cases with days away</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Total number of other recordable</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

### Number of Days

<table>
<thead>
<tr>
<th>Total number of days away from work</th>
<th>Total number of days of job transfer or relocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of deaths</td>
<td>0</td>
</tr>
<tr>
<td>Total number of cases with days</td>
<td>1</td>
</tr>
<tr>
<td>Total number of other recordable</td>
<td>1</td>
</tr>
</tbody>
</table>

### Injury and Illness Types

<table>
<thead>
<tr>
<th>Total number of cases</th>
<th>(M)</th>
<th>(F)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Injury</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>(2) Skin Disorder</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>(3) Respiratory Condition</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>(4) Poisoning</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>(5) Hearing Loss</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>(6) All Other Illnesses</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

### Establishment Information

- Year: 2008
- Name: Bally Airway
- Street: 1234 Safeplace Lane
- City: Anytown
- State: USA
- Zip: 0
- Industry description:
  - NAICS: 123456
  - Standard Industrial Classification (SIC): 7898 (e.g., 5033)
  - North American Industrial Classification (NAICS): 235212 (e.g., 123456)

### Employment Information

- Annual average number of employees: 100
- Total hours worked by all employees last year: 3,040,000

### Sign Here

Mr. Bigwig

Kneadingly falsifying this document may result in a fine.

I certify that there remained this document and that to the best of my knowledge the entries are true, accurate, and complete.

Company signature

Title

Print

Date

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Public comment period for the collection of information is estimated to average 10 minutes per response, including time to review the instructions, search and gather the data needed, and complete and submit the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about the collection of any aspect of this data collection, contact: OSHA Office of Training and Education Program Evaluation.
International Guidance OHSAS 18001
OHSAS 18001 Background

• OHSAS 18001 2007 was developed by the OHSAS Project Group, a consortium of 43 organizations from 28 countries. This consortium includes national standards bodies, registrars (certification bodies), OH&S institutes, and consultants
  – The International Organization for Standardization (ISO) opposed the Ad Hoc Grassroots effort to develop a Safety and Health Standard outside the ISO consensus standard process
  – Opposed by American National Standards Institute (ANSI) which developed an equivalent American Standard (Z-10).
1992  British Health & Safety Commission publishes management of health and safety at work
1993  British Health and Safety Executive publishes HS(G)65, successful health and safety management
1996  British standard BS 8800 launched, used as model OHSM
• 1999  OHSAS 18001 Specification published based on BS8800
• 2007  OHSAS 18001 Specification republished as a Standard in July 2007 replacing the OHSAS 18001 Specification adding increased emphasis on Health
US Standard ANSI Z10
ANSI/AIHA  Z-10

• OHSAS 18001 is based on British Standard 8800
• ANSI Z10 is a US-based model for OHS Systems (better represents US stakeholders)
• ANSI Z10 is compatible with the ISO Quality (ISO 9001) and Environmental (ISO 14001) management system standards
• US input into possible future ISO OHS standard
ANSI/AIHA Z10 Timeline

• American Industrial Hygiene Association (AIHA) approved as Secretariat - 1999
• American Society of Safety Engineers (ASSE) Fights Need - Mid 1999
• AIHA Wins - Jan 2000
• Committee formed mid 2000
• Committee Starts to Meet - Feb. 2001
• ANSI approval Specification on July 25, 2005
• Revised ANSI Z10 – 2012 Standard approved June 27, 2012
Key Features of OHSAS 18001 and ANSI/ AIHA Z10
# OHSAS 18001 & ANSI Z10

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>OHSAS 18001</th>
<th>ANSI/AIHA Z10 - 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>International Health &amp; Safety Guidance</td>
<td>American Health &amp; Safety Standard</td>
</tr>
<tr>
<td><strong>Number of Participating Sites</strong></td>
<td>Estimated over 16,000 sites</td>
<td></td>
</tr>
<tr>
<td><strong>Recognition</strong></td>
<td>Conformance Certifications offered by Several United States and European Registrars</td>
<td>Certification</td>
</tr>
<tr>
<td><strong>Endorsement</strong></td>
<td>Currently No International Accreditation Scheme for Registrars offering Registration/Certifications</td>
<td>United States Only</td>
</tr>
<tr>
<td><strong>Years in Existence</strong></td>
<td>Since April 1999</td>
<td>Since July 2005</td>
</tr>
</tbody>
</table>
### OHSAS 18001 & ANSI Z10

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>OHSAS 18001</th>
<th>ANSI/AIHA Z10 - 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assessment Cost</strong></td>
<td>Cost of registration and surveillance audits. Similar to ISO 14001 and ISO 9001 registration/certification costs.</td>
<td>Similar to OHSAS 18001</td>
</tr>
<tr>
<td><strong>Number of Requirements</strong></td>
<td>18 Major Elements</td>
<td>29 Sub Elements</td>
</tr>
<tr>
<td><strong>Minimum Performance Requirements</strong></td>
<td>Meet required management system elements of standard but no minimum performance requirement or compliance threshold</td>
<td>Same as OHSAS 18001</td>
</tr>
</tbody>
</table>

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# OHSAS 18001 & ANSI Z10

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>OHSAS 18001</th>
<th>ANSI/AIHA Z10 - 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditors</td>
<td>Certified Health and Safety (H&amp;S) management system auditors</td>
<td>Training Management System Auditors</td>
</tr>
<tr>
<td>Validation</td>
<td>Recertification audit every three years</td>
<td>Recertification audit every three years</td>
</tr>
<tr>
<td>Requirements</td>
<td>International Consensus Requirements</td>
<td>United States Consensus Requirements</td>
</tr>
<tr>
<td>Time Commitment</td>
<td>One Year</td>
<td>One Year</td>
</tr>
</tbody>
</table>

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Elements of OHSAS 18001 and ANSI Z10

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## Elements

<table>
<thead>
<tr>
<th>ISO 14001</th>
<th>ANSI Z10 - 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>4. EMS Requirements</td>
<td>Occupational Health and Safety (OH&amp;S) Management</td>
</tr>
<tr>
<td>4.1 General Requirements</td>
<td>System Elements</td>
</tr>
<tr>
<td>4.2 Environmental Health</td>
<td>1 Scope, Purpose and Application</td>
</tr>
<tr>
<td>and Safety (EHS) Policy</td>
<td></td>
</tr>
<tr>
<td>4.3 Planning</td>
<td>2 Definitions</td>
</tr>
<tr>
<td>4.3.1 EHS Aspects</td>
<td>3 Management Leadership and Employee Participation</td>
</tr>
<tr>
<td></td>
<td>4 Planning</td>
</tr>
</tbody>
</table>
## Elements

<table>
<thead>
<tr>
<th>OHSAS 18001</th>
<th>ANSI Z10 - 2012</th>
</tr>
</thead>
</table>
| 4.3.2 Legal & Other Requirements                | 4.1 Initial and Ongoing Reviews  
4.2 Assessment and Prioritization                 |
| 4.3.3 Management Arrangements and Objectives    | 4.3 Objective                                                                  |
| 4.3.4 Management Program                        | 4.4 Implementation Plans and Allocation of Resources                           |
| 4.4 Implementation & Operation                  | 5. Implementation and Operation                                                 |
| 4.4.1 Responsibility and Authority, Structure and Responsibility | 3.3.1 Responsibility and Authority                                              |

Wolf Management Systems
## Elements

<table>
<thead>
<tr>
<th>OHSAS 18001</th>
<th>ANSI Z10 - 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.4.2 Resources and Training, Awareness and Competence</td>
<td>5.2 Education, Awareness and Training</td>
</tr>
<tr>
<td>4.4.3 Communication</td>
<td>5.3 Communication</td>
</tr>
<tr>
<td>4.4.4 Management System Documentation</td>
<td>5.4 Documentation and Record Control Process</td>
</tr>
<tr>
<td>4.4.6 Design Control, Operational Control, Purchasing, Handling, Storage, Packaging, Preservation and Delivery, Servicing, Analysis of Data</td>
<td>5.1.3 Design Review and Management of Change</td>
</tr>
<tr>
<td>4.4.7 Emergency Preparedness Response</td>
<td>5.1.6 Emergency Preparedness</td>
</tr>
</tbody>
</table>

Wolf Management Systems
<table>
<thead>
<tr>
<th>OHSAS 18001</th>
<th>ANSI Z10 - 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.5 Checking and Corrective Action</td>
<td>6 Evaluation and Corrective Action</td>
</tr>
<tr>
<td>4.5.1 Monitoring and Measurement</td>
<td>6.1 Monitoring and Measurement</td>
</tr>
<tr>
<td>4.5.2 Non Conformance</td>
<td>6.4 Evaluation and Corrective Actions</td>
</tr>
<tr>
<td>4.5.3 Records</td>
<td>5.4 Documents and Records Control</td>
</tr>
<tr>
<td>4.5.4 Management System Audit</td>
<td>6.3 Audits</td>
</tr>
<tr>
<td>4.6 Management Review</td>
<td>7 Management Review</td>
</tr>
</tbody>
</table>
OHSAS 18001 - Challenges

• Originally published as a specification it was not a formal standard, an official British Standard, nor was it an official International Standard

• It does not state specific OH&S performance criteria

• Does not give detailed specifications for design of a management system

• No accreditation scheme based on OHSAS 18001
  • Certification bodies can only issue non-accredited certificates for OHSAS 18001 (e.g. Certificate of Conformance)
  • Cost of Conformance Certificates.
OHSAS 18001 - Benefits

- Provides a flexible management system framework
- Completely Voluntary
- Allows organization to select from multiple recognition bodies
- Does not require specific performance threshold (i.e. TCIR and DART rates below peers)
  - Can have regulatory violations but still receive recognition.
- Aligned with ISO 9001 and ISO 14001
  - Integration of Existing Standards with Health and Safety easier.
- Internationally recognized.
ANSI Z10 - Benefits

• Accepted as the preferred American safety standard
• Existing accreditation/certification scheme
• Largest number of registered companies
• May become reference standard for OSHA future regulations
ANZI Z10 Challenges

• Not recognized as international standard
• OHSAS 18001 preferred standard overseas
• Competes with OHSAS 18001 in US market place
• Elements do not directly align with ISO 9001/14001 scheme
Spoiler Alert

• ISO Project Committee (PC) 283, *Occupational health and safety management systems - Requirements.*

• British Standards Institute Chair

• First meeting was held 21-25 October 2013 in London, United Kingdom

• Tasked with transforming OHSAS 18001 into an ISO standard **ISO 45001 (Health & Safety)**
Management Talking Points

• Government clients likely to require conformance in the future
• Competitors already prepositioned by adopting Z10/OHSAS 18001 early
• Current injury/illness rates higher than your peers
• Quality means zero tolerance for preventable injuries
• Cost avoidance likely to exceed incremental cost increase over current management systems requirements
Summary

- Gain Competitive Advantage
- Recognize benefits now rather than later
- OHSAS 18001/Z10 can jump start anticipated future conformance with developing ISO *Occupational health and safety management systems – Requirements ISO 45001 (Health & Safety) Standard*
Questions?
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Arlington, VA 22202
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johnrthoms@gmail.com
About the Presenter

• Founder and Principal Consultant of Wolf Management Systems
• Former Program Manager for one of the Secretary of Defense’s major safety programs
• Prior Quality and EHS manager for one of the Top 100 defense contractors and Chairperson for SRI Registrars Advisory Committee
• Retired ISO 9001/ISO 14001 Auditor for American Quality Assessors